



Department of the Navy Office of Total Force Transformation

Functional Description

Background	<p>The national security challenges we face in the 21st century require that all members of our workforce—active duty, Reserve, civilian, and contractor—are ready and able to succeed at carrying out their functions and supporting their organizational mission.</p> <p>The Department of the Navy’s Human Capital Strategy (June 2004) outlines the vision and goals for the development of modern policies, practices, and systems that will support the naval military mission in today’s dynamic operational environment.</p> <p><i>This strategy is founded on leadership guidance articulated in the President’s Management Agenda, the National Security Strategy, the National Military Strategy, Department of Defense priorities, and the objectives of the Secretary of the Navy, Chief of Naval Operations, and the Commandant of the Marine Corps.</i></p> <p>Since 2001, the Department of the Navy has led the development of transformational initiatives designed to increase the responsiveness of our workforce. Secretary England has committed the Department to a leadership role in—</p> <ul style="list-style-type: none">• Design and implementation of the National Security Personnel System• Alignment of the Navy Reserve component to the active component, and• Meeting the dynamic requirements of the Global War on Terrorism <p>This forward-leaning leadership agenda is already yielding measurable gains, but the unleashing of the full power resident in the human capital of the naval services is far from complete. Future readiness and mission achievement demand an agile, flexible, and integrated human resources system for the total workforce—it calls for Total Force Transformation.</p>
DoN Office of Total Force Transformation	<p>To begin working towards the total force approach, the Assistant Secretary of the Navy (Manpower and Reserve Affairs) established the Office of the Deputy Assistant Secretary of the Navy for Total Force Transformation on 1 February 2005.</p>
Goals	<p>The immediate key goal of the office will be to identify and address potential barriers and obstacles to the long term needs and strategies of the Services and the Department—we will pave the way for future success.</p>

<p>Organization</p> <p>Reporting to the ASN(M&RA) and the FMOC</p> <p>PEO for DoN Human Capital Transformation</p> <p>TFT Working Groups</p>	<p>The Office of Total Force Transformation is led by Ms. Anita Blair, the Deputy Assistant Secretary of the Navy for Total Force Transformation (DASN(TFT)).</p> <p>The DASN (TFT) will report to both the Assistant Secretary of the Navy (Manpower and Reserve Affairs) and the Force Management Oversight Council (FMOC), which is comprised of the manpower and personnel leadership of the Secretariat, Navy and Marine Corps.</p> <p>The DASN(TFT) will serve as the Program Executive for the Department of the Navy's human capital transformation agenda, leading efforts to modernize the management of the Department's total force of active duty, Reserve, civilian, and contractor personnel.</p> <p>The Total Force Transformation Office, in partnership with the Navy and Marine Corps, will coordinate working groups staffed by personnel from the Services, the Secretariat, and appropriate outside organizations, in order to assess key transformational areas of interest, such as—</p> <ul style="list-style-type: none"> • <i>manpower requirements</i> • <i>compensation and benefits</i> • <i>career development and education, and</i> • <i>human resources information technology.</i> <p>The working groups will identify key issues, conduct or charter research, and formulate policy recommendations to be considered by the FMOC. The FMOC and the working groups will collaborate, and coordinate with the Department of Defense, the Joint Chiefs of Staff, the other military services, and other organizations and agencies.</p>
<p>TFT Staff</p> <p>Contact (703) 693-4489</p> <p>ASN(M&RA) Website www.hq.navy.mil/mra/</p>	<p>The Total Force Transformation Office currently is staffed by a core team of 5 military and civilian personnel with contractor support for certain specialized capabilities, including strategic communications and working group facilitation. The team will be augmented as necessary.</p> <ul style="list-style-type: none"> • CAPT Mike Thomas, USN (RC), Deputy/Staff Director • CAPT Ben Abalos, JAG, USN (RC), Special Assistant for Legislation, Legal Affairs, and Transformation Policy • CDR Joel Rothschild, USN (RC), Special Assistant for Information Technology and Transformation Policy • Ms. Margo Shorter, Special Assistant for Policy Analysis and Transformation Communications • Mr. Antonio Sturgis, Total Force Administrator and FMOC Coordinator